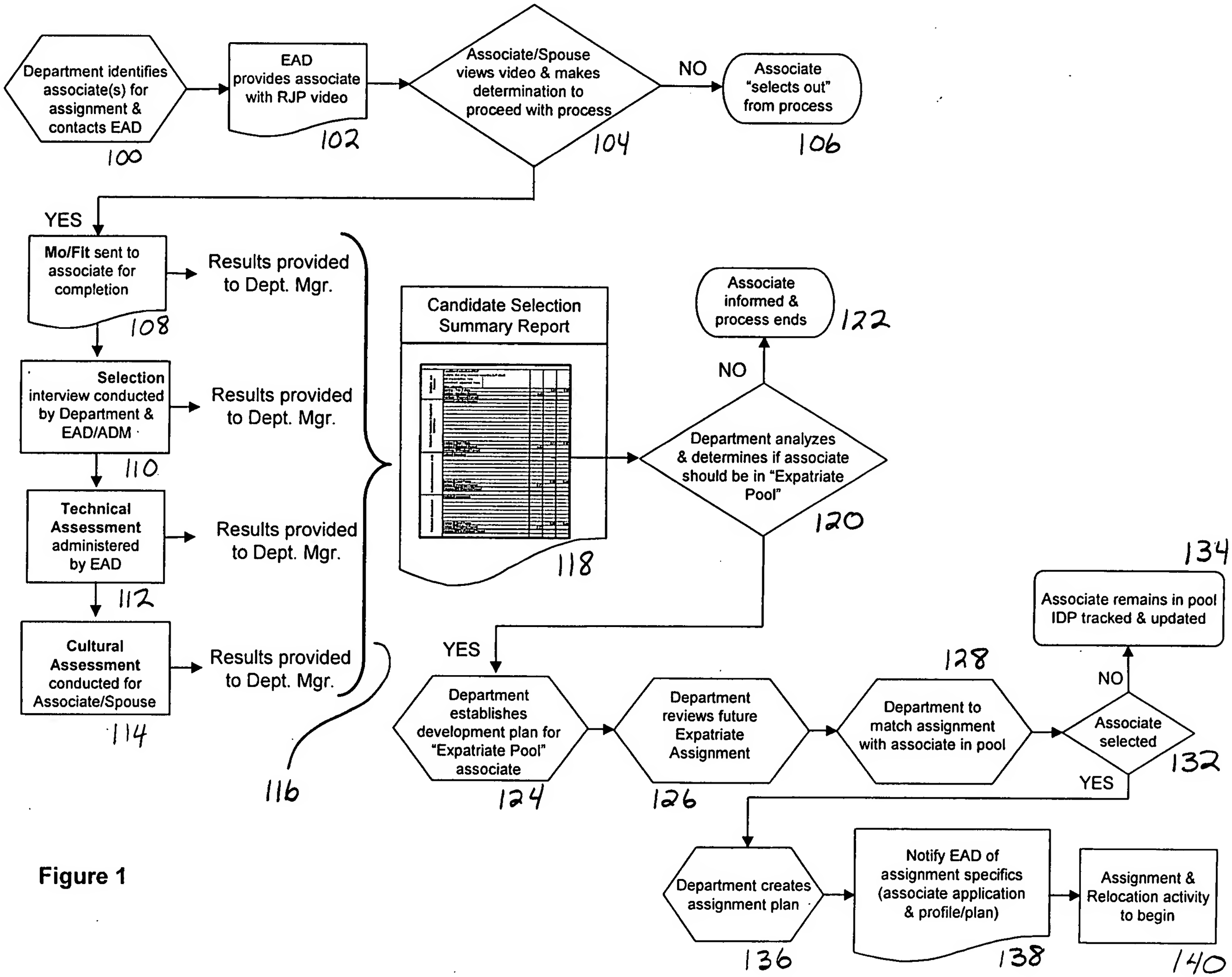
Department identifies associate(s) for assignment & contacts EAD
100
EAD provides associate with RJP video
102
Associate/Spouse views video & makes determination to proceed with process
104
NO
Associate "selects out" from process
106
YES
Mo/Fit sent to associate for completion
108
Results provided to Dept. Mgr.
Selection interview conducted by Department & EAD/ADM
110
Results provided to Dept. Mgr.
Technical Assessment administered by EAD
112
Results provided to Dept. Mgr.
Cultural Assessment conducted for Associate/Spouse
114
116
Candidate Selection Summary Report
118
Associate informed & process ends
122
NO
Department analyzes & determines if associate should be in "Expatriate Pool"
120
134
Associate remains in pool IDP tracked & updated
128
NO
Associate selected
132
YES
YES
Department establishes development plan for "Expatriate Pool" associate
124
Department reviews future Expatriate Assignment
126
Department to match assignment with associate in pool
Department creates assignment plan
136
Notify EAD of assignment specifics (associate application & profile/plan)
138
Assignment & Relocation activity to begin
140

Figure 1

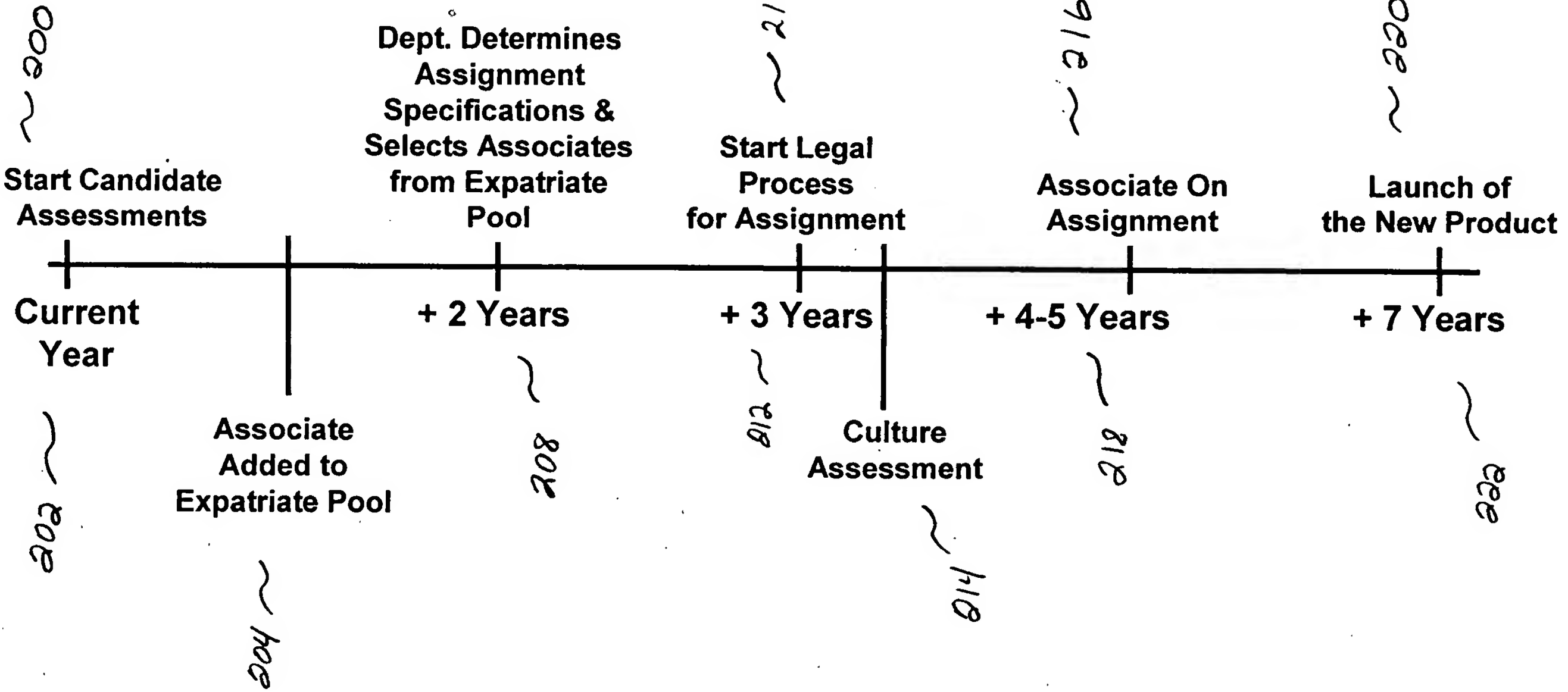
Current Year
202
Start Candidate Assessments
200
Associate Added to Expatriate Pool
204
+ 2 Years
208
Dept. Determines Assignment Specifications & Selects Associates from Expatriate Pool
206
+ 3 Years
212
Start Legal Process for Assignment
210
Culture Assessment
214
+ 4-5 Years
218
Associate On Assignment
216
+ 7 Years
222
Launch of the New Product
220

Figure 2